



Essex County  
Fire & Rescue Service

# **Annual Plan Update**

**Performance & Data**

**Data cut of date 20/09/2022**



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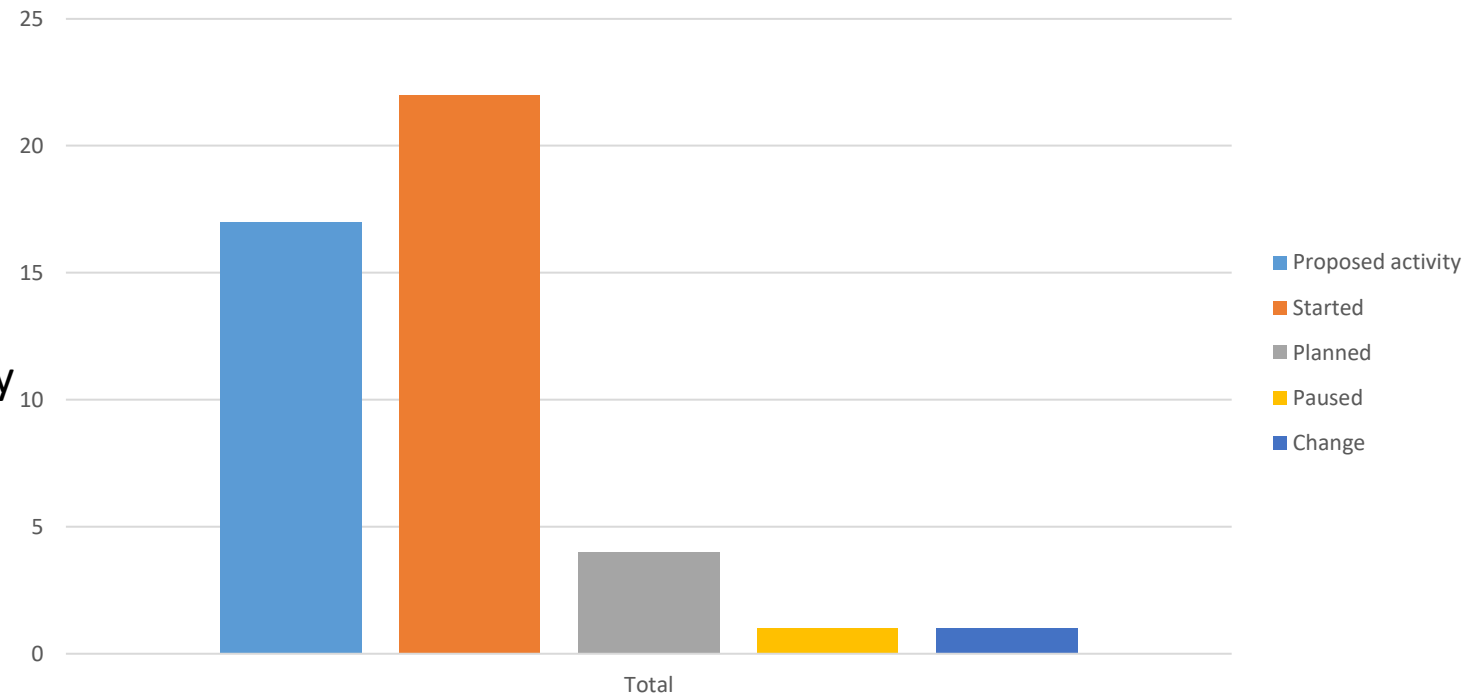
# Annual Plan Summary

As of the 20 September 2022

- 23 Activities have been identified as In Progress
- 3 Activities have not yet started
- 1 activity is currently paused
- 1 activity requires change
- 17 proposed activities

Monthly meetings are held with ELT to review the progress against these activities. This allows for early sight for any changes to the plan that can be reporting through this report.

Annual Plan Activities by Status





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# Activities in progress

Activity Name	Items completed	Due Date
* AP2022009 Resourcing To develop an approach to direct entry and build on accelerated development ('fast track') to support revised Leadership Resourcing and Development arrangements.	0/1	
* AP2022024: We will work with regional and National FRS's, to explore opportunities for collaboration ensuring we meet the new ISO standard for Fire Investigation.	0/1	31/10/2023
AP2022001 Frontline Technology	1/3	31/03/2023
AP2022002 Review and refresh the Protection Risk Based Inspection Process, and align resources to meet delivery targets	0/2	31/03/2023
AP2022003 Re-structure of Fire Protection to support the additional resource requirements of new legislation and National Fire Standards	0/2	31/12/2022
AP2022004 Work with our partners to prioritise access to person centred vulnerability data	0/2	31/03/2023
AP2022007 Culture – Involved and Valued	0/1	
AP2022008 Resourcing Improve Resourcing and Talent experiences	1/2	
AP2022010 Develop a suite of performance measures and business processes aligned to the delivery of the response strategy	0/2	31/01/2023
AP2022011 Clear working processes for tracking the benefits - efficiency effectiveness and / or economic benefits of all projects	0/2	
AP2022012 Annual Plan process review	2/6	31/12/2022



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# Activities in progress

Activity Name	Items completed	Due Date
AP2022013 Assure gap analysis and action plans for Fire Standards published.	0/3	31/03/2023
AP2022017 Network Improvements: Implement transport circuit and establish SD WAN service	1/4	31/03/2023
AP2022018 Develop an assurance process for all operational activity and risk information	0/2	31/03/2023
AP2022019 Review and revise the organisational risk management process across all areas of risk, including operational risk SAOR, CRMP, strategic risks and future S M L term emerging risks	0/1	31/08/2022
AP2022020 Creation of a single crewing policy	0/3	30/09/2022
AP2022021 Culture – Build our Service Employee Relations capability - “raise the bar on ER” to support our ambitions for continuous improvement and fair culture	0/1	31/03/2023
AP2022022 Fair, Kind, and Inclusive workplace	2/5	31/03/2023
AP2022023 Control Restructure	0/3	31/12/2022
AP2022026: Increase the number of Home Safety Checks by Operational Crews	0/1	31/12/2022
AP2022027: Review and strengthen MTA response: deliver training to all front line crews in initial response to MTA		03/10/2022
AP2022028 Review of the Flexi Duty Rota including the recall to duty provision and specialist officer numbers	0/1	31/03/2023
*AP2022015 Public and partner perception survey – Conduct a quantitative and credible assessment of ECFRS perceived value to our public and partners	0/2	



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# Activities not started

Activity Name	Items completed	Due Date
*AP2022016 Develop and Deliver our Partnership/Partner engagement strategy		
AP2022006 Culture – Delivery of ‘building high performing teams’ approach	0/3	31/01/2023
AP2022014 Review the strategic objective of the "Fit for the Future" work rolled out by the NFCC, to create a position statement and action plan for ECFRS.	0/2	30/08/2022



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# Activities requiring change

- **\*AP2022025: Roll out of new managed workwear solution for uniform staff to improve efficiencies**

Following consideration of the difficulties with the procurement of suitable work wear it is necessary to restart the procurement for a new managed workwear solution. Due to the complexity it will not be possible to complete this within the current Annual Plan time frames.

Full Change document in appendices



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# Activities Paused

- **AP2022021 Culture – Build our Service Employee Relations capability - “raise the bar on ER” to support our ambitions for continuous improvement and fair culture**
  - Recruitment for dedicated resource has not been successful which has had an impact on delivery timeline. Alternative resourcing arrangements has been explored with the intention to progress with contractors. Resources should be in place Q3



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# Proposed Activities

**Following the publication of the HMICFRS Inspection several Areas for Improvement were identified. These have been incorporated either into the 2022/23 or 2023/24 Annual Plans. The following activities have been proposed for this years plan. Full documentation available in appendices**

- Bespoke Station Plans - Bespoke station plans aligned to group delivery plans to be generated focusing on local risk and need to ensure our workforce is targeting it's work to areas of it's community most in need. All station plans will have measurable ta
- Business Engagement - Develop a business engagement plan linked to the protection strategy that demonstrates planned engagement themes and method as well as KPI's to measure and evaluate success
- Collaboration Register - Formulation of a collaboration register that incorporates all collaboration activity happening from across the service (including collaboration outside of Blue light partners e.g. Essex Centre of Data Analytics)
- Crewing Policy - creation and implementation of a single crewing policy.
- Cross Border Risk Information - Ensure that crews have access to cross border risk information from LFB
- Effective recording of training - Implement process improvements to effectively recording technical and professional training
- Flexible use of on call-creation and implementation of more flexible approaches to utilising On-Call staff, e.g. greater use of On-Call to On-Call ASWs and methods to utilise more dynamic use of On-Call resources to maximise On-Call appliance availability
- MTA Training for support staff - Provide MTA training to support staff





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# Proposed Activities

- Prevention Strategy Effectiveness - Review effectiveness of prevention partnerships and strategy, Ongoing through the Prevention and Protection Governance Board
- Pulse survey- Implementation of pulse surveys to assess understanding of values and code of ethics and develop action plan to address gaps
- Required skills assessment - Develop a strategic approach and process to understand the skills needed to carry specific roles in specific locations to deliver the CRMP
- Resource Management Unit - create and implement a resource management unit to enable more effective utilisation of resources.
- Safeguarding Services - Develop partnership with Norfolk FRS for safeguarding Services
- SSRI Process - SSRI process review to understand why SSRI's aren't reviewed within target and what barriers can be lifted.
- SSRI Process Improvements - SSRI process improvements implemented and all SSRIs up to date
- Survey analysis training - Training will be delivered to managers to empower them to talk to staffing groups to understand the survey feedback and facilitate sessions to further capture their needs and identify actions.
- Widen MTA exercising - Widen MTA exercising across workforce Inclusion of support staff during MTA /CBRN (Chemical, Biological, Radiological and Nuclear) &CT related incidents as casualties exercise players has further enhanced the understanding provided